

SUSTAINABILITY

Better Mondays for everyone

For us, sustainable business means that we work for a better tomorrow. We want to serve our stakeholders as well as the society and the planet. We develop digital services for diverse users and solutions that drive sustainability in business.

We also want to be a responsible employer, support the wellbeing of Vincitizens, and promote a culture where everyone feels a sense of belonging.

Vincit was founded as a workplace that wouldn't suck – not even on Mondays. The most important goal for us is to make sure that our

customers and employees are even happier tomorrow than they already are today, and this is embedded in everything we do. We wanted that this founding principle is also visible along our sustainability journey. Our key sustainability themes 2023 were built to remind us of our goal.



Better Mondays for Our Customers

CREATING SUSTAINABLE IMPACT WITH OUR CUSTOMERS

We help our customers develop sustainable business solutions. We make digital solutions accessible, ensure data privacy and security. We aim to integrate sustainability into all customer work we do, and develop our tools and expertise around sustainability.



Better Mondays for Our People

PROMOTING WELLBEING, DIVERSITY AND WELCOMING CULTURE

We believe in better Mondays as a combination of personal, professional, community and company wellbeing. We want everyone at Vincit to feel welcome as themselves and we want to ensure that Vincit is a place for people with diverse backgrounds.



Better Mondays for Our Planet

IMPROVING SUSTAINABILITY & ENVIRONMENTAL RESPONSIBILITY

We want to ensure our operations are not impacting the environment negatively and we are continuously assessing how to make a positive impact instead. We share our sustainability progress regularly and transparently.



BETTER MONDAYS FOR OUR CUSTOMERS

Digital services play a significant role in our society. At Vincit, we can have the greatest positive impact on the planet, on people, and on Mondays **ahead by helping our customers transform into better versions of themselves.**

We work hand-in-hand with our customers and help them succeed. We're committed to ensuring that all our projects meet our high standards of accessibility and digital trust. We provide digital services to customers in a variety of industries, such as wholesale, discrete manufacturing, process manufacturing, retail, food and medicine, B2B and B2C services, as well as the public sector. We work together with customers, helping them by designing solutions to complex problems ensuring the needs of sustainable society are acknowledged. We also want to build accessible digital services that serve the needs of diverse users and promote digital inclusion in society.

In 2023 we set an ambitious goal to have a sustainability goal and a systematically

monitored sustainability KPI in all of our customer projects by 2025. Goals would be developed to be in line with our customers' sustainability targets and thereby those would support our customers' sustainability work. The project-specific sustainability goal would be set together with the client, making it one of the priorities of the project. Concrete sustainability goals for a project could for example be a certain level of accessibility, a more impact-based model or solution, or improved resource efficiency.

We believe that a sustainable society is a digital society where data security and privacy are protected. We emphasize data security in everything we do. We follow best practices in data privacy and information security, aligning with national and EU-level legislation. The aim of Vincit's data protection and information security measures include proper functioning of our digital tools, preventing unauthorized use, destruction or distortion of data and data systems, and limiting damages if they arise.





BETTER MONDAYS FOR OUR PEOPLE

We believe in better Mondays as a combination of personal, professional, community, and company wellbeing. At Vincit, we value a humane work life. We support our employees by providing flexible working options, healthcare services, meaningful work content, challenging projects, and a collaborative team environment. We foster an open and respectful workplace culture.

📍 9th most attractive employer in the IT sector in Finland

(Universum's Most Attractive Employers study)

The successful recruitment of new employees and the retention of old employees are critical factors to Vincit's growth and business success. In Universum's Most Attractive Employers study in 2023, Vincit was listed as the **9th (2022: 4th) most attractive employer in the IT sector in Finland**. The study is based on a survey and is published annually to rank the most attractive employers in different countries. In addition,

higher education students chose Vincit as **Finland's 7th most attractive employer** in the YPAI (Young Professional Attraction Index) survey in 2023.

We believe that diverse teams create better business – and we're working hard to focus on and improve diversity. Our leadership has made a commitment to promoting diversity, equity, and inclusion across the company. We want to increase diversity at Vincit from a broad range of perspectives, including nationality, gender, age, educational background, ethnicity, religion, physical or cognitive ability, sexual orientation, family status or other personal characteristics. We set our first goals to promote diversity, equity, and inclusion in 2022. Our goal is to increase the share of women and gender minorities among Vincitizens to 30% by 2025.

We are empowering our employees to take control of the way they work. Each new Vincitizen has the freedom to choose their own preferred tools and to decide where they prefer to work. We are offering flexibility and location independence for our employees, including several physical offices in various locations.

*Gender as defined by voluntary self-identification process.



👂 7th most attractive employer in Finland

(Young Professional Attraction Index)

We make every effort to support the wellbeing of Vincitizens through a variety of initiatives, such as sports groups, child care assistance, and flexible work hours. We also encourage our employees to build their skills, choose their desired career paths, find purpose in their work, and provide ways to relieve stress. We strive to support our employees in different life situations by providing the option to adjust working hours for a family-friendly work environment. We believe that people are active and motivated to learn when they have agency, support, and a community to learn with.

Fostering continuous learning of our experts

We've established several different ways of supporting professional growth, such as the global professional growth model "Growth Journey" and the "Univincity" learning network. A personalized Growth Journey is created for every Vincitizen to facilitate their development while also gathering feedback and identifying areas of improvement from clients and other members of the team.

Our Univincity network offers different ways for professional learning and competence development. For example, the network offers different formats and personalized learning such as study groups, local learning events, and company-wide development programs.

As an example, with our commitment to stay in the forefront of AI development, we are investing in the systematic AI-training of all our experts: just last year alone, over 100 Vincitians completed officially recognized certifications in AI technologies, and we plan to double this number during the spring.

We also ensure that Vincitizens have access to potential transition or outplacement programs, whether they are retiring or seeking to change career paths. Occasionally we also hire external coaches for our employees. These programs are evaluated on a case-by-case basis to ensure that the individual gets the assistance they need.

Open salary policy

We want to promote equality at Vincit through a transparent culture, low hierarchy, and salary transparency. Vincit has had an open salary policy in Finland for years. The model was implemented to promote equitable salary policies and to increase transparency. Our model has also been our tool to increase and discuss pay equality related topics and we are continuously assessing that pay equality is acknowledged during discussions.

At Vincit, employees have been given the opportunity to publish their own salary for nearly a decade. The open salary model includes salary weeks that are held once or twice a year to allow each employee to choose whether to publish their salary or not. Participation in the salary week is voluntary but the majority of people have opted into publicising their salary.





BETTER MONDAYS FOR OUR PLANET

At Vincit, we are working to develop digital solutions that promote sustainable and circular business together with our customers. In our client projects, we help develop solutions for reducing emissions, build software that improves energy and process efficiency, and help assess the emissions of digital solutions.

Although emissions produced by Vincit directly and indirectly are relatively insignificant in the context of global climate change, we want to do our part. We have started to assess our carbon footprint to understand how to prioritize the actions related to emission reductions. We set a goal to be carbon neutral in our own operations

for the year 2023 and work towards a carbon-neutral value chain with our partners by 2025. Vincit has not conducted a systematic, standard based climate risk analysis but, in general, the vulnerability of our partners' data centers is the most significant risk posed by climate change to Vincit. Natural disasters and changes in electricity availability and supply pose continuity risks to data centers. These risks may have an indirect impact on Vincit's operations.

Our own operations, which mainly consist of desk-based specialist work, aren't directly affected by climate change apart from the climate anxiety experienced by employees.

